

**SCPD EMPLOYMENT FIRST OVERSIGHT COMMISSION
DECEMBER 12, 2017
SMYRNA REST AREA, SMYRNA**

Present: Lloyd Schmitz, Chair, Council on Blind/SCPD; Deb Bradl, DVI; Marissa Catalon, DDDS; Andrea Guest, DOL/DVR; Emmanuel Jenkins, DDC; Dan Madrid, DHSS; Dale Matusevich, DOE; Jackeline Saez-Rosario, Advocate; and Amber Rivard, Support Staff.

Guest: Deborah Talley, Executive Director, Delaware Business Leadership Network (DEBLN (via phone)

Absent: Kathie Cherry, Governor's Advisory Council for Exceptional Citizens; Ellen Coulston, Parent; Rosanne Faust, DSAMH; Julie Petroff, DOL-Division of Industrial Affairs (DIA); Melissa Martin, Autism Delaware; Terry Pepper (for Pat Maichle), DSHS; Sandy Reyes, Department of Human Resources; Ron Sarg, DCVA/MOAA; Cindy Sterling, ServiceSource/AND; Laura Strmel, SJCS; Laura Waterland, DLP-CLASI

CALL TO ORDER/Introductions/Approval of November Minutes

Lloyd called the meeting to order at 9:41 am. Everyone introduced themselves. Lloyd welcomes Jackeline Saez-Rosario as a new official member appointed by Senator McBride. Marissa motioned approval of the minutes. Andrea seconded the motion. The November 14th minutes were approved as submitted.

ADDITIONS OR DELETIONS TO THE AGENDA

None

BUSINESS

Guest List & Membership Outreach

John McNeal sent out letters of invitation to individuals that were on the Commission contact list. There will be an update to the contact list to include the State Rehabilitation Council (SRC) temporary Chair, Monica Edgar who is also the Chair of the Independent Living Council. Lloyd stated that he reached out to Deborah Talley, Executive Director, Delaware Business Leadership Network (DEBLN) and Bill Potter from the Workforce Investment Board. He asked if anyone want to add people to the distribution list that will contribute to the Commission to email him or John with the name and contact information. He asked Marissa if the Commission should add service providers to the list. There were suggestions of contacting Goodwill, Elwyn or other services that provide job coaching to be invited to bring in discussion of job coaching. Marissa commented that the Commission could invite employment services that have primarily employment services and those that provide a variety of services to get their inputs. Lloyd suggested that the Commission work on inviting more representations from employment services. Marissa stated, when inviting additional invitees to the table, we should provide them with questions on what they should discuss to provide the Commission with more information on

employment services. Andrea stated that Elwyn and Chimes are the only providers in the State that provide competitive and sheltered employment services.

State Employment Leadership Network (SELN)

Marissa will be receiving the State Assessment Report soon. The report will be able to identify potential areas Delaware could focus on to continue to improve employment outcomes. DDDS can access the SELN for technical assistance on a targeted area. There are resources on the network hub related to the employment service topics as well. Lloyd commented that if Marissa discovers any information from the network that could be useful, to let him know.

Capacity Building

Lloyd spoke about job coaches and stated that the Commission had discussed obtaining job coaches to assist individuals with supported employment. He asked if the Commission should bring some of the coaches to the table for discussion. Andrea stated that most employment services already provide job coaches. Dale added that there is an issue concerning the amount of job coaches in the State. Lloyd suggested that the Commission find a way to train people with disabilities in becoming job coaches. He added they would make great job coaches. Andrea stated the concern with employment services providing more job coaches had to do with the pay structure. Lloyd asked if the Commission could contact DVR or DVI on the amount of employees that have retired from rehabilitation services and are looking for part-time work. He also asked what the goals are for obtaining more job coaches for the current amount of clientele. Marissa suggested reviewing data from the 511 WIOA on who is showing interest in becoming employed. She suggested focusing on financial decisions from employment services. Dan asked how the Commission would change the financial structure. Marissa stated that in the epilogue of the FY18 Budget there are items related to payment of employment and day services. The Commission could take away those items to advocate for a study on the possibility of changing how funding is distributed to services.

Lloyd commented on Marissa's discussion of the FY18 Budget. He added the Commission should focus on how to move forward with increasing capacity in job coaches and suggested that this could be presented to the Joint Finance Committee (JFC). Before the Commission presents to the JFC, they should schedule meetings with OMB or JFC. The main question is how this Commission fits into the overall goal. Marissa suggested that they could pull data from other states on how they fund their services and how to evaluate it, and then implement a new model. Dan commented that they could describe to JFC on what the mission of the Commission is and inform them of the main discussion happening. Lloyd suggested that they meet with JFC somewhere in January 2018 with a presentation on why they need the funding for DDDS, DVR and other services to build up capacity. He also suggested that he, Dan, Marissa, Andrea, and others interested to further discuss this as a subcommittee and bring back a full recommendation to the Commission and how to build capacity (social media, training and technical assistance).

The Pennsylvania Disability Employment and Empowerment Summit

The conference was held in Pennsylvania on December 6 – 7 regarding employment and people with disabilities. No one from the Commission had attended. Lloyd asked if the Commission would want to do something similar in Delaware and what needs to be done to hold an employment and empowerment summit. Deborah Talley stated that the DEBLN did not have the resources to focus on a conference in the coming year. Lloyd stated that there are other resources available to the Commission. Marissa commented that Dale mentioned the Transition Conference that had over 1100 people that registered or were walk-ins due to interest in employment for people with disabilities. She added that the main concern would be having the financial resources. Dale suggested all partners of employment services should come together through a disability standpoint to work with employers in bringing awareness of the benefits that come with hiring people with disabilities. Lloyd commented that the Pennsylvania Disability Employment and Empowerment Summit (PADES) brings together employers, government agencies, service providers, and potential employees that discussed opportunities for people with disabilities to find employment. Deborah suggested that she will speak with corporate partners of DEBLN to see what they would want from a summit. A suggestion was made to possibly integrate the summit into an existing conference (i.e. Pathways from Career and Technical Education partnered with DVR). Emmanuel suggested that they could integrate into the LIFE Conference as a workshop. An issue with the LIFE Conference is that no one from the Commission is on the LIFE Conference Planning Committee. Lloyd asked the Commission if there is a recommendation to contact the LIFE Conference Planning Committee about requesting a seat at the table for the 2019 conference. Emmanuel motioned the recommendation. Dan seconded the motion. The vote was unanimous.

Lloyd asked if there is a recommendation to gather more information from PADES. Deborah added that she browsed the summit site as PADES charged exhibitors for profits \$200 and non-profits \$20. She is curious if PADES covered their costs for the summit. She stated that their partners consisted of Pennsylvania Department of Social Services, Office of Developmental Programs, Office of Mental Health and Substance Abuse, Office of Long-Term Living, Office of Vocational Rehabilitation and the Board of Education. She suspects that they had a planning committee to organize the summit and brought it together. Marissa suggested that this could be more educational than being a job fair. Deborah commented that there is a training for HR Managers in accommodating individuals with disabilities in a workplace setting that individuals should be better accommodated when seeking employment (This was a reference of DEBLN upcoming events).

Lloyd asked if there is a recommendation from the Commission to contact the Transition Conference Committee to have a presentation at their conference. Dale commented that the Transition Conference already has a topic on integrated employment. He added that the Commission could focus on coming together and have other organizations under each section of employment services explaining what they do along with how it all could relate to the goals and objectives of this Commission. Dan added that if the Commission could have Business Leadership Network (BLN) attend the LIFE Conference. Deborah also commented that the

Commission could partner with the Chambers of Commerce and discuss possible topics of integrated employment late in 2018 or later. Andrea stated that there are employers throughout the State that look for jobs for people with disabilities and they are the ones that may know more about employment barriers for people with disabilities. She added that the Commission could make a focus group for the job specialists including success stories. The Commission could invite them to a meeting with prepared questions. Deborah added that she was considering submitting a proposal to speak at the SHRM (Society for Human Resource Management) conference on behalf of DEBLN.

Lloyd stated that the Commission has to create a list of people we want to invite for further discussion of the barriers concerning employing people with disabilities. He added that he will send an email to Commission members to remind them to make the list. Employment specialists and service providers were mentioned in the discussion. Andrea added that they should invite the individuals meeting with employers and assisting them in employment. These topics will be put on hold until the Commission finds out what are the main barriers to break down and the reasons to hold this conference by presenting to partners that could benefit from it.

Employment First Annual Report

Marissa received updates in data from Elwyn and Chimes. KSI provided their data after the meeting. There is an updated number of individuals accessing services that are being paid subminimum wage. Dale asked if there is a way to separate the data of individuals in those services by age groups and how many after their secondary education are entering into the sheltered services. Marissa stated that the number of individuals going into prevocational services is decreasing. Andrea asked if they could track the population of students that are going into the day habilitation services. Marissa commented that is being tracked as soon as the students are out of school and currently do not have employment. She added that DDDS is tracking the data of how many individuals are accessing one of the services. After they have transitioned to the new electronic case record, it will be based upon authorizations that will have more accurate data. Lloyd suggested a report be drafted and sent to John McNeal for the annual report. John could verify what the educational outcomes are from DOE and DDDS reports. The Annual Report should be sent to legislators when they are back in session. Dale commented that his information from DOE might be done by mid-January. Dan will be the point of contact for what data to put into the report.

Dan stated that the main priority they want to accomplish is to have 5 percent more individuals moving into supported and customized integrated employment communities by end of calendar year. Marissa added that they could organize information for the report based upon the SELN framework on high performing states and highlight particular strategies that are being implemented.

OTHER BUSINESS

None

ANNOUNCEMENTS

Dale spoke about DOE's supported employment and a two-day employment boot camp that provides trainers, job coaches and anyone that is interested.

ADJOURNMENT

Meeting was adjourned at 11:32 am.

Respectfully submitted,

Amber Rivard
Administrative Specialist